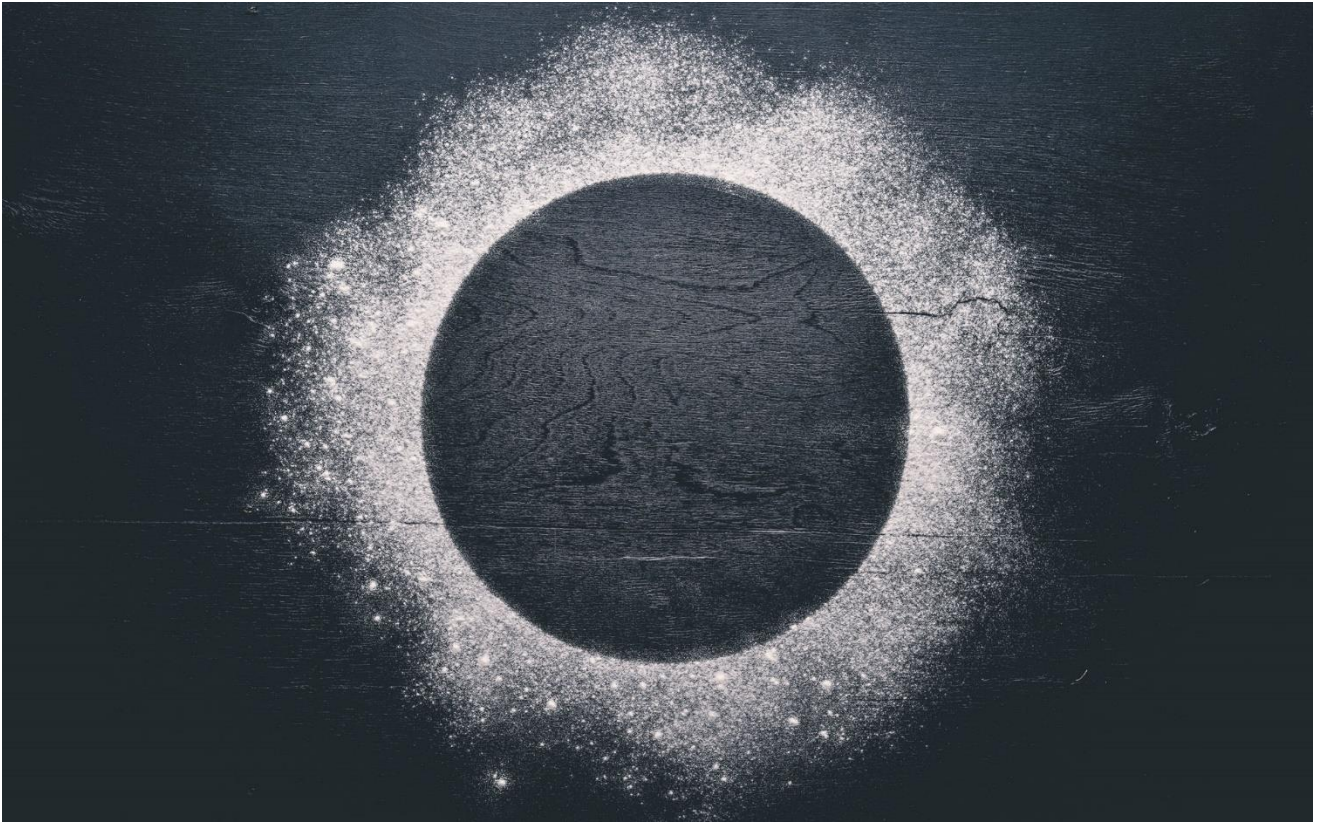


Powdea's Code of Conduct



This Workplace Code of Conduct (“Code”) establishes the principles and expectations for professional conduct and ethical behavior for all employees of Powdea. By adhering to this Code, we foster a positive, inclusive, and respectful work environment that aligns with our core values and organizational objectives.

1. Scope and applicability

This Code applies to all employees of Powdea regardless of their position or location.

Contractors and temporary staff are also expected to adhere to this Code while working for or on behalf of the company.

2. Core values and principles

Care

We care about our customers and treat them like our friends. We are there to listen and will adapt to what they need us to do. We also care about the quality of our work and products as they are how we solve the everyday problems of our customers. Behind the excellent results is a team that work well together and feel good about what they do. A sure sign of this is the sheer amount of laughter and caring that goes on in our workplace. We believe that great results come from the joy of doing, not working our knuckles to the bone.

Trust

It is an honour for us to win your trust at both the personal and company level. That trust is important right from the start, and throughout the time we are working together. We promise only what we can do and stick to it. We always correct any mistakes we might make, and are ready to learn from our customers. Without trust, we cannot do our job. Our team pools its expertise and knowledge – we don't hoard it

Excellence

We are proud of the expertise we have, and know we do our job well. We want every solution we craft to look good, meet the performance criteria, and help our customers reach their goals. We do everything a notch better, whether it's in terms of the quality of components or steel used, or the professionalism of the metalworker. We ensure the finished quality of our work by fully inspecting every last detail of our products before their use

Continuous improvement

We want to be masters at what we do. It means being prepared to do things even better than before and constantly improving our own skills. We rise to the challenges of problem-solving – only too happy to use the practical experience gained from our technological know-how to address the practical problems of our customers. These challenges are the source of new insights and innovations, and they guarantee our competitiveness in the market

3. Responsibility

Our production automation solutions help our customers grow their business while improving product safety and well-being at work.

With our solutions, our customers significantly reduce raw material losses, achieving their business goals in a sustainable way.

We take care of our environment by designing energy-efficient and sustainable devices with a long lifecycle.

We take care of our staff by monitoring the workload and investing in work equipment and working conditions

We carry out our social responsibility by supporting [John Nurminen Foundation's](#) valuable work in conserving the Baltic Sea.

4. Professionalism

Employees are expected to conduct themselves in a professional manner at all times. This includes punctuality, reliability, and commitment to delivering high-quality work.

5. Respect and inclusion

We value diversity and are committed to fostering an inclusive environment where all employees feel valued and respected.

Harassment, discrimination, or any form of bullying will not be tolerated.

6. Integrity and ethics

Employees must act with integrity and uphold the highest ethical standards in all professional interactions.

This includes avoiding conflicts of interest and acting in the best interests of the company.

7. Dress code

Employees are expected to dress in a manner that is appropriate for their role and the work environment.

8. Technology and social media usage

Company technology and social media should be used responsibly and in accordance with company policies.

Confidential information must not be shared online or through social media platforms.

9. Health and safety

Employees must comply with all health and safety regulations and report any hazards or unsafe conditions.

A commitment to maintaining a safe and healthy work environment is the responsibility of every employee.

10. Conflict resolution

Any workplace conflicts should be resolved in a professional and respectful manner.

Employees are encouraged to seek the assistance of their supervisor if needed.

11. Reporting mechanisms

Employees are encouraged to report any unethical behavior or violations of this Code.

Powdea is committed to protecting the anonymity and safety of those who report misconduct.

By adhering to this Code, employees contribute to the success and reputation of Powdea. Failure to comply with this Code may result in disciplinary action, up to and including termination of employment.